

**Department of Fish and Wildlife**  
**Human Resources Management Report**  
Executive Summary - October 2006 Report – Revised March 2007

Measurement	Statewide	Agency	Comments
<b>Plan &amp; Align Workforce</b>			
▪ Percent managers with current performance expectations for workforce management		69%	Statewide: Percentage not available Agency: Does not include exempt supervisors
▪ Management profile:			
• Percent workforce that is coded as "Manager"	9.4%	7.9%	Agency: Average 7/06 – 12/06
• Percent workforce that is WMS	8.3%	8.4%	Agency: Average 7/06-12/06
• Percent WMS that is			
➤ Manager	73%	81%	Agency: 7/06 – 12/06
➤ Policy	8%	9%	Agency: 7/06 – 12/06
➤ Consultant	19%	9%	Agency: 1% is unassigned, will be corrected for next report.
▪ Percent employees with current position descriptions	67%	68%	Statewide: Percentage is an estimate
<b>Hire Workforce</b>			
▪ Days to fill job vacancies			Data not available until 4/07
▪ Candidate quality ratings			Data not available until 4/07
▪ Hiring balance (% types of appointments)			
➤ Promotions	29%	33%	Agency: Revised January – June 2005 from data warehouse
➤ New hires	32%	38%	Agency: Revised January – June 2005 from data warehouse
➤ Exempts	8%		Agency: Counted under 'other'
➤ Transfers, demotions, reassignments	26%		Agency: Counted under 'other'
➤ Other	6%	29%	
▪ Percent separation during post-hire review period	9.7%	2.8%	Statewide: Percentage is an estimate.
<b>Deploy Workforce</b>			
▪ Percent employees with current performance expectations	64%	76%	
▪ Employee survey "productive workforce" ratings (on a scale of 1 to 5)	3.8	3.9	
▪ Overtime usage:			
• Average overtime hours	8.2 hours	4.5	Agency: Revised Jan-June 2005
• Average number employees receiving overtime (per capita, per quarter in FY06)	25.9%	22.4%	Agency: Revised Jan-June 2005
▪ Sick leave usage			
• Average sick leave use (per capita, per quarter in FY06)	17.9 hours	13.1 hours	Agency: Revised 3/2/06
• Average sick leave for those who used sick leave (per quarter in FY06)	22.7 hours	23.8hours	Agency: Revised 3/2/06
▪ Number of non-disciplinary grievances filed (FY06)	769	32	Agency: Data from FY 2006
▪ Number of non-disciplinary appeals filed (FY06)	131	0	
<b>Develop Workforce</b>			
▪ Percent employees with current individual training plans	64%	76%	Statewide: Percentage is an estimate
▪ Employee survey "training & development" ratings (on a scale of 1 to 5)	3.7	3.7	
<b>Reinforce Performance</b>			
▪ Percent employees with current performance evaluations	63%	76%	Statewide: Percentage is an estimate
▪ Employee survey "performance & accountability"	3.7	3.8	

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ratings (on a scale of 1 to 5)			
▪ Number of formal disciplinary actions taken	451	8	Statewide: Total actions Agency: Jan-June 2005 from data warehouse
▪ Number of disciplinary grievances filed	227	2	Statewide: Total actions Agency: Data from FY 2006
▪ Number of disciplinary appeals filed	23	1	Statewide: Total actions Agency: Data from FY 2006
<b>Ultimate Outcomes</b>			
▪ Employee survey "Employee Commitment" ratings (on a scale of 1 to 5)	3.6	3.5	
▪ Statewide turnover percentages (leaving state service)	9.4%	6.8%	Statewide: Leaving state service Agency: Leaving the agency, FY 2005

<sup>1</sup> This state-wide summary is not a final report. The Department of Personnel and agencies encountered challenges with the data and definitions. The information provided is accurate, but should be viewed as an initial point of discussion. The April 2007 version will resolve these difficulties.